

IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

_____ day _____, 2018

PRESENT:

ABSENT:

RESOLUTION NO. _____

RESOLUTION COMPLETING IMPASSE PROCEDURES WITH THE SAN LUIS OBISPO COUNTY
EMPLOYEES ASSOCIATION, BARGAINING UNIT 01, PUBLIC SERVICES UNIT; BARGAINING UNIT
05, SUPERVISORY UNIT; BARGAINING UNIT 13, CLERICAL UNIT; AND BARGAINING UNIT 02,
TRADES, CRAFTS, AND SERVICES UNIT; AND IMPOSING WAGE AND BENEFIT CHANGES ON
EMPLOYEES REPRESENTED BY THESE BARGAINING UNITS IN ACCORDANCE WITH ARTICLE IV
OF THE COUNTY EMPLOYEE RELATIONS POLICY

The following resolution is hereby offered and read:

WHEREAS, the San Luis Obispo County Employees' Association (SLOCEA) is recognized as the exclusive representative of employees in Bargaining Unit 01 (BU01), Public Services Unit; BU05, Supervisory Unit; BU13, Clerical Unit; and BU02, Trades, Crafts, and Services Unit; and

WHEREAS, since on or about January 22, 2018, the Management Representative has met and conferred and negotiated in good faith with the SLOCEA concerning wages, hours and other conditions of employment as required by the Employee Relations Policy; and

WHEREAS, after several sessions of negotiating in good faith, the County and SLOCEA were unable to reach agreement for successor Memoranda of Understanding (MOU's) and proceeded to mediation as mutually agreed upon by the parties and as prescheduled in the existing MOU's; and

WHEREAS, upon completion of mediation proceedings the parties were still unable to reach agreement for successor MOU's and proceeded to factfinding pursuant to Government Code section 3505.4, and as also mutually agreed upon in the existing MOU's; and

WHEREAS, subsequent to factfinding, the County and SLOCEA met on August 23, 2018 at which time the County presented its final proposal to SLOCEA, and said proposal was submitted

by SLOCEA to its represented employees for a ratification vote; and

WHEREAS, on September 25, 2018 the SLOCEA General Manager notified the County that the ratification vote for successor MOU's had failed; and

WHEREAS, SLOCEA representatives did not request further negotiations and therefore impasse procedures between the County and SLOCEA are exhausted; and

WHEREAS, the County's Management Representative has provided notice to SLOCEA that the Board of Supervisors shall consider an impasse resolution in a public meeting on October 16, 2018 pursuant to Article IV, Section 4, of the County Employee Relations Policy; and

WHEREAS, in accordance with Government Code Section 3505.7 and after carefully considering all of the information presented at the October 16, 2018 public meeting, the Board of Supervisors desires to implement the proposed wage and benefit changes in the first year of the County's final offer; and

WHEREAS, pursuant to Section 2.48.090 of the San Luis Obispo County Code, the compensation of all officers and employees of the County of San Luis Obispo shall be regulated by resolution of the Board of Supervisors of said County.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, valid and incorporated herein; and
2. That effective the pay period including July 1, 2018, wages for all employees in BU01, BU05, BU13, and BU02 shall be increased by 0.50%, as shown in Attachment A to this resolution; and
3. That effective the pay period following Board of Supervisors' approval of the resolution, wages for employees in the classifications of Health Education Specialist (Job ID 221) shall be increased by 5.00%, and wages for employees in the classification of Lead Health Education Specialist (Job ID 8974) shall be increased by an additional 1.22%, as shown in Attachment A to this resolution; and
4. That effective the pay period following Board of Supervisors' approval of the resolution, wages for employees in the classification of Social Services Investigator (Job ID 1531) shall be increased by 5.00%, and wages for employees in the

- classification of Supervising Social Services Investigator (Job ID 1537) shall be increased by an additional 2.26%, as shown in Attachment A to this resolution; and
5. That, effective the pay period following Board of Supervisors' approval of the resolution, wages for employees in the classifications of Property Transfer Technician I, III, and IV (Job ID's 587, 588, 589, and 695), and Supervising Property Transfer Technician (Job ID 579) shall be increased by an additional 10.00%, as shown in Attachment A to this resolution; and
 6. That effective the pay period including January 1, 2019 for employees in BU01, BU05, BU13, and BU02 enrolled in a County medical insurance plan with employee-only medical coverage, the County shall make a one-time, non-recurring contribution of \$500 to a healthcare Flexible Spending Account (FSA); and
 7. That effective the pay period including January 1, 2019, for employees in BU01, BU05, and BU13 enrolled in a County medical insurance plan with employee plus one dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$274.42 per month, for a total contribution of \$1,025 per month; and
 8. That effective the pay period including January 1, 2019, for employees in BU02 enrolled in a County medical insurance plan with employee plus one dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$329.05 per month, for a total contribution of \$1,025 per month; and
 9. That effective the pay period including January 1, 2019, for employees in BU01, BU05, and BU13 enrolled in a County medical insurance plan with employee plus two or more dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$499.42 per month, for a total contribution of \$1,250 per month; and
 10. That effective the pay period including January 1, 2019, for employees in BU02 enrolled in a County medical insurance plan with employee plus two or more dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$554.05 per month, for a total contribution of \$1,250 per month; and
 11. That effective the pay period following Board of Supervisors' approval of this resolution, the standby duty rate for employees in BU01, BU05, BU13, and BU02 shall be increased from \$2.75 per hour to \$3.00 per hour. The Standby duty pay for

employees assigned to the Suspected Abuse Response Team (SART) remains at \$3.35 per hour; and

12. That effective the pay period following Board of Supervisors' approval of this resolution, for those employees in BU01, BU05, BU13, and BU02 who are called upon by management after a work shift ends to provide service by telephone or computer shall be paid or earn compensating time off at the rate of time and one-half for providing such service, in thirty minute increments. Standby pay shall not be applicable during this time of paid service. Employees who are required to actually report for duty on site shall continue to be paid or earn compensating time off at the rate of time and one-half with a minimum of two hours pay for each occurrence.

Upon motion of Supervisor _____, seconded by Supervisor _____, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chair of the Board of Supervisors

ATTEST:

Clerk, Board of Supervisors

BY: _____, Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

RITA L. NEAL
County Counsel

By: 
Assistant County Counsel

Dated: October 5, 2018